

OACB Professional Development Series



GOOD LIFE ALLY AND COACH FACILITATOR TRAINING



ENSURING LONGTERM “POSITIVE CULTURE” SUCCESS:

GOOD LIFE ALLY and COACH
Training

In alignment with the Mission of the Ohio Association of County Boards Serving People with Developmental Disabilities (OACB) and the Ohio Department of Disabilities’ Positive Culture Initiative, this professional development service is designed to give organizations the tools and training to key personnel to ensure a organizational culture that focuses on “the Good Life” for people with Developmental Disabilities. The focus of the ALLY and COACH Training is to equip on-site facilitators with the tools that they need to ensure the implementation and sustainability

of a positive culture where all people involved benefit. The OACB Professional Development Series facilitates self-assessment, provides tools, training and guided facilitation to enable participants to become “GOOD LIFE Ally” and “GOOD LIFE Coach” facilitators.

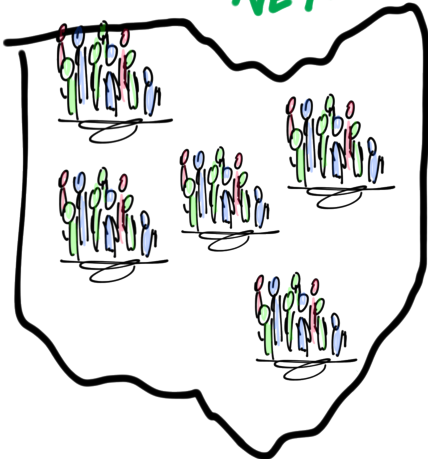
SENECA
COUNTY . . .
WORKING ON
“GOOD LIFE!”



CONNECTING “GOOD LIFE” PROFESSIONALS:

OACB’s Continuous Improvement Network

THE GOOD LIFE
NETWORK



As the momentum builds with the GOOD LIFE Training Series, more and more professionals will be involved. This means that we will have a network of people providing valuable tools on how to help people live a GOOD LIFE. The Continuous Improvement Network, supported by OACB consultants will develop best tools and resources in the country!

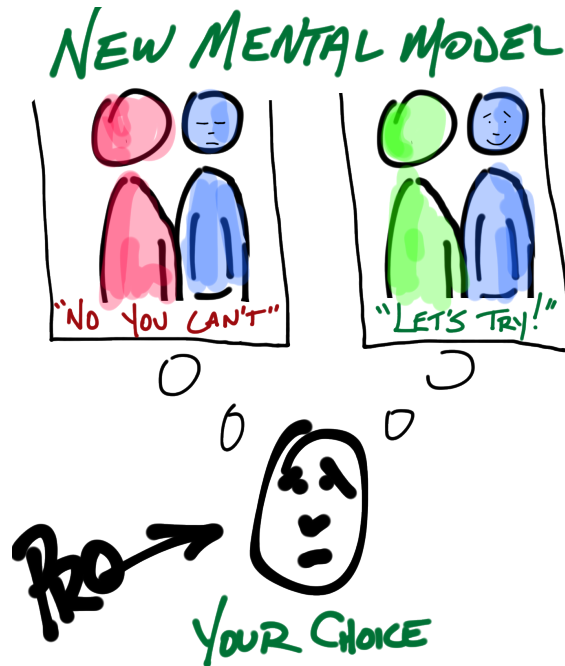
Collaboration
Support
Experience
Problem Solving
Energy
Enthusiasm
Shared Beliefs

THE KEY TO SUCCESS:

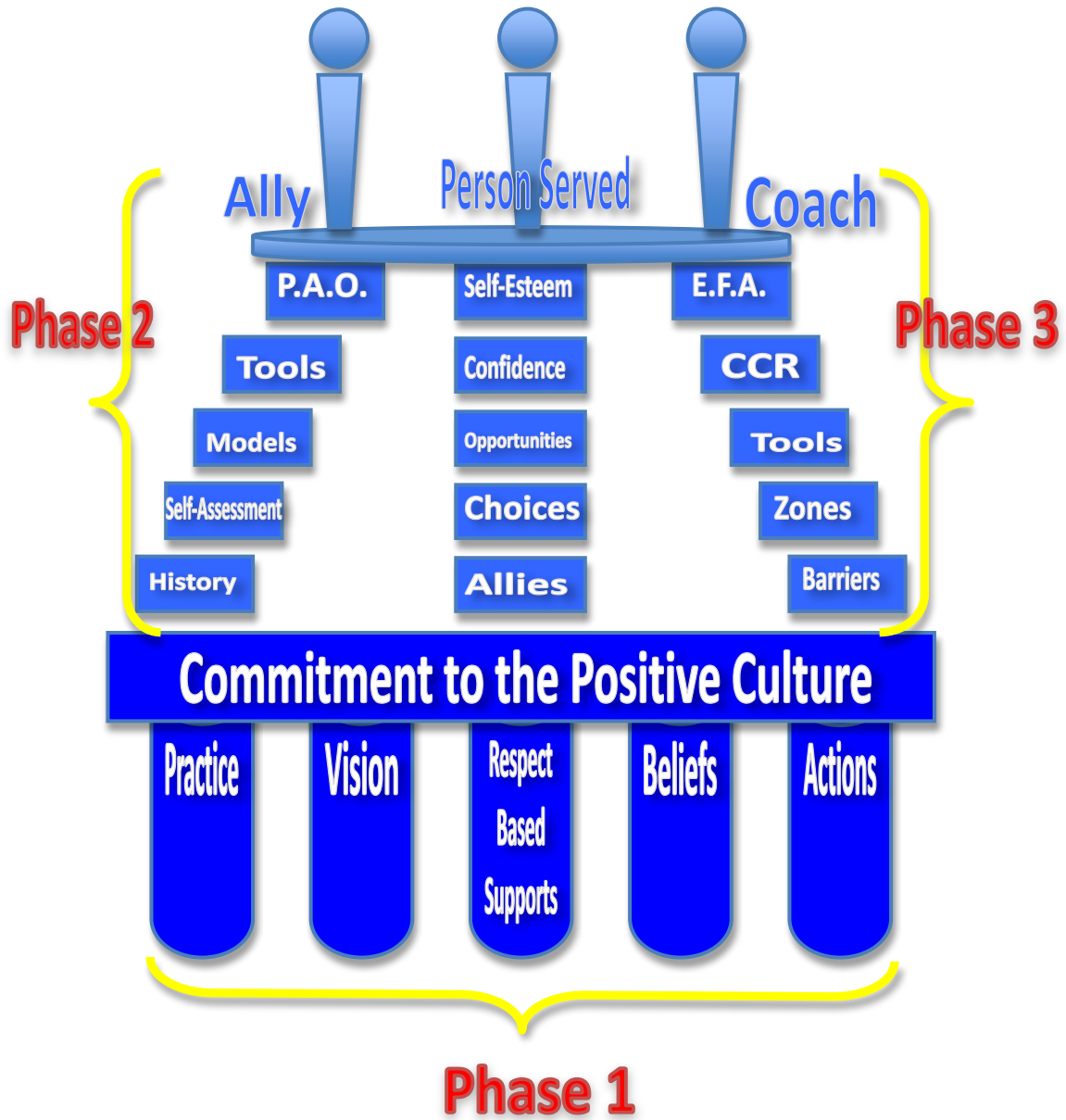
The Organization's Commitment

There is no doubt that many County Boards of DD and Providers have committed to the idea of the "Positive Culture Initiative". The GOOD LIFE Ally and Coach Training is asking for a commitment beyond the Positive Culture Initiative. The GOOD LIFE Series is focused on a commitment to daily conversations about what it takes to be "THE BEST" by providing a GOOD LIFE for the people you serve. This commitment comes with the following responsibilities:

- Provide approved facilitators time to plan/prepare and deliver the GOOD LIFE Ally & Coach training
- Promote the Quality of Life training in your organization
- Provide public acknowledgement and appreciation to the trainers within your organization who are making a difference for your employees, your organization and the people you serve.
- The Participating organization will ensure a commitment to the following:
 - Respect Based Supports
 - Positive Culture Beliefs
 - Positive Culture Vision
 - Positive Organizational Actions
 - Positive Organizational Practices



TIME AND COMMITMENT: A Three-Phase Process



PHASE ONE:

Commitment to a Positive Culture

Phase one involves meeting with Organizational Leaders and GOOD LIFE Ally and Coach Candidates. It is a 4-hour learning collaborative experience to provide an introduction to the training, share expectations and establish a commitment from leadership to support a positive organizational culture and the development of Ally/Coach Facilitators.

PHASE ONE KEY DISCUSSION AREAS

Key Discussion Area #1: Commitment to a Positive Organizational Culture

- **RESPECT BASED SUPPORTS**
 - Our positive supports are developed from the view of self-advocates & families
 - Our supports & expectations are success oriented
 - Our thoughts/actions/practices focus on a Good Life for the people we serve
 - Our supports include providing emotional first-aid when people are in distress
 - Our supports focus on providing Emotional First-Aid to help people be physically & emotionally safe

- Positive Organizational Culture **BELIEFS**
 - We believe that each person has unique gifts to offer each relationship
 - We believe that there is no place in our work for coercion & control
 - We believe that our focus and vision is on possibilities & quality of life

- Commitment to a Positive Organizational Culture **VISION**
 - Our organization strives to bring out the best in each other
 - Our organization actively acknowledges the strengths & goodness in others
 - Our organization actively supports others to be successful

- Commitment to Positive Organizational Culture **ACTIONS**
 - We support one another to be more humane in our work.
 - We support & encourage a spirit of gentleness in our work and daily interactions.
 - We fully invest ourselves in creating environments where each person can thrive.
 - We focus our conversations on possibilities & quality of life.

- Commitment to a Positive Organizational Culture **PRACTICES**

- Our organization has committed to an intentional shift in thinking:
 - away from control and coercion as a behavior support practice
 - away from compliance and enforcement as a behavior support practice
 - away from using power and the need to fix people as a planning and support practice
- Our organization has committed to an intentional shift with deliberate action steps that lead to:
 - creating healthy relationships
 - providing positive encouragement
 - focusing on strengths
 - focusing on what is possible
 - focusing on people served to have a Good Life

Key Discussion Area #2: The True Focus -Person Served

Learning Experiences

- Appreciation – home/health/work/money
- Contribution Being Valued
- Building Positive Self-Esteem
- Building Confidence
- Building a Positive Identity
- Connections to People/Places/Things
- Creating Opportunities for Success
- Being Provided Choices
- Being Surrounded by Allies
- Being Acknowledged



Key Discussion Area #3: Preparing the Facilitator

Expectations for Facilitators

- To respect and uphold the values of the OACB GOOD LIFE Professional Development Series as an Ally & Coach facilitator
- Adhere to core concepts/values
- Encouraged to use multiple facilitation/training strategies (examples)
- Expected to share tools/resources with others
- As an Approved Facilitator lead at least (4) Ally & (3) Coach trainings per year
- As a Facilitator continuously self assess and evaluate the value/benefit

Facilitator Responsibilities

- Set aside time to plan/prepare
- Conduct each learning session with integrity/respect, supporting participants to develop skills that have a positive impact on the Quality of Life for the people they serve.
- Emphasize RESPECT 1st & POSITIVE RELATIONSHIPS in all trainings and day-to-day interactions
- Complete a self assessment & evaluation for each session you facilitate

Facilitator Code of Conduct

- Focus on and emphasize the importance of Q of L for people served
- Focus on value of individuals/families served by your organization
- Acknowledge value of direct support professionals
- Focus on value and contributions of your organization
- Focus on building a toolbox of skills for those you train

PHASE TWO:

Developing Ally Facilitators

This Phase is the first step in developing professionals committed to the GOOD LIFE for the people you serve. In this phase we are focused on equipping candidates with tools they need to become Good Life Ally Facilitators. Phase Two consists of 60 total hours of learning experiences. Good Life Ally candidates will receive 20 hours of training/exposure to key concepts and content and an additional 40 hours of toolbox development through peer teaching and group debriefing experiences.

PHASE THREE KEY DISCUSSION AREAS

Phase Two-Key Discussion Area: Becoming an Ally

Learning Experiences

- History
- Harmful Outcomes
- Self-assessment
- Mental Models
- Introduction to Role of Ally
- Helping People Thrive
- Ally Tools- Must Haves
- Hats of support
- Practices & Actions
- Outcomes of an Ally
- Actions of an Ally
- Beliefs of an Ally



PHASE THREE:

Developing Coach Facilitators

In this Phase we focus on equipping Candidates with the tools to become GOOD LIFE Coach Facilitators. Phase Three consists of 60 hours of learning experiences. The initial component of this learning will include principles of adult learning & facilitation practices. GOOD LIFE Coach candidates will receive up to 20 hours of training/exposure to key concepts and content. An additional 40 hours of toolbox development will occur through peer teaching and group debriefing experiences. This phase of the training will focus on the following:

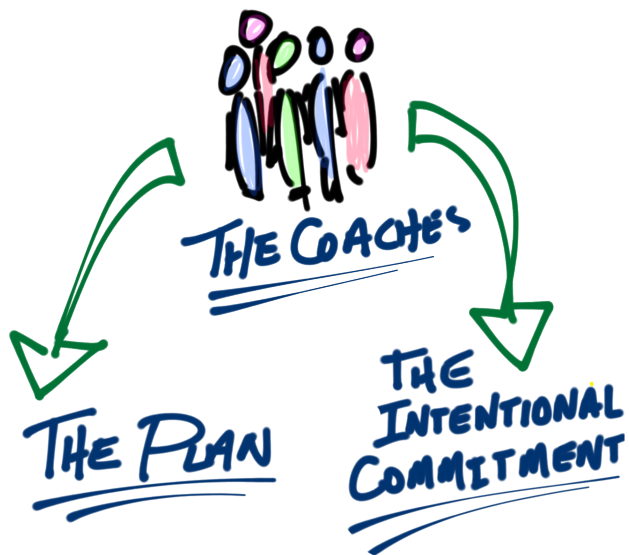
- Identifying Barriers & Actions to Overcome
- Identifying Zones : Survive or Thrive
- Concepts & Tools to overcome barriers
- Emotional First Aid & First Responder Tools
- Prevention > CCR- Caring-Compassionate Relationships leading to Conflict-Crisis Resolution

PHASE THREE KEY DISCUSSION AREAS

Key Discussion Area: Becoming a Coach

Learning Experiences

- Overcoming Barriers
- Survival Zone
- Stretch Zone
- Coach Must-Haves
- Tool Box- Beginners Mind
- Tool Box- Problems as Opportunities- “ Pink Bat”
- Tool Box- Eat The Frog
- Tool Box- Gentle Wind
- Tool Box- Floodlight
- Tool Box- Be a Duck – Rationality vs., Emotionality
- CCR-2
- Emotional First –Aid/ Debriefing



Ohio Association of County Boards Vision

One of the primary purposes of Ohio Association of County Boards is to work for the interest of persons with developmental disabilities in the State of Ohio to promote self-directed and self-determined choices in programs, services and supports for individuals with Developmental Disabilities.

As part of the Positive Culture Initiative we want to: Inspire, Challenge & Nourish organizations and the DD profession.

We are here for you.

If you have questions regarding the GOOD LIFE Facilitator Training and the next steps that you should take. Please feel free to contact us. We are more than happy to support you in your mission.

Willie Jones 740-310-2651
wjones@oacbdds.org

Pete Moore 614-4231-0616
pmoore@oacbdds.org

